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Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women
Twenty-second session
19 January-4 February 2000
Agenda item 5
Implementation of article 21 of the Convention on the Elimination of All Forms of Discrimination against Women

Reports provided by specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

World Health Organization

1. On behalf of the Committee, the Secretariat invited the World Health Organization (WHO), on 18 November 1999, to submit to the Committee by 20 December 1999 a report on information provided by States to WHO on the implementation of article 12 and related articles of the Convention on the Elimination of All Forms of Discrimination against Women, which would supplement the information contained in the reports of the States parties to the Convention that will be considered at the twenty-second session.

2. Other information sought by the Committee refers to activities, programmes and policy decisions undertaken by WHO to promote the implementation of article12 and related articles of the Convention.

3. The report annexed hereto has been submitted in compliance with the Committee's request.

00-28998 (E) 020300

Annex

Report of the World Health Organization on information provided by States on the implementation of article 12 of the Convention

INTRODUCTION

Article 12 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) requires States Parties to "take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning". The article further draws particular attention to "appropriate services in connection with pregnancy, confinement and the postnatal period". The Beijing Platform for Action (1995) builds on this article and strengthens it by specifying five strategic objectives (C.1 - C.5) as follows:

- increase women's access throughout the life-cycle to appropriate, affordable and quality health care, information and related services;
- strengthen preventive programmes that promote women's health;
- undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues;
- promote research and disseminate information on women's health; and
- increase resources and monitor follow-up for women's health.

This report presents currently available data on selected health indicators for countries submitting first or second reports to the Committee on the Elimination or Discrimination against Women (India, Jordan, Myanmar and the Democratic Republic of Congo) under four main headings: sexual and reproductive health; HIV/AIDS; health promotion and disease prevention; and violence against women.

1. Sexual and Reproductive Health

1.1 Maternal health (Table 1.1)

Table 1.1 shows the levels of maternal mortality, expressed as the ratio of deaths per 100, 000 live births. The ratios for India, Myanmar and DR Congo, at 570, 580 and 870 respectively show that childbirth remains a major cause of illness and death among women in this group of countries. Detailed observations from India give a more recent and reduced ratio of 410, but the range among the States within India remains high, from 100 to 700 maternal deaths per 100 000 live births [1,2]. Similarly, Myanmar reports a reduction to 196 in 1996 [1,2].

1.2 Abortion

Table 1.2 summarizes the legal status of abortion in the countries concerned. Unsafe abortion is a major threat to the health of women, constituting up to 14% of maternal deaths, as in the case of India. It has been reported that in India 60% of the abortion deaths in 1994 were of young women between 15 and 24 years of age. In the same year hospital-based data in Myanmar showed that complications of abortion (both induced and spontaneous) were responsible for 50-60% of direct maternal deaths. The most liberal legal framework for managing abortion is in India. But, as shown by the figures in India, legal provisions do not always lead to significant reductions in unsafe abortion due to cultural, medical infrastructural and other reasons.

The World Health Organization has, in 1999, contrived to strengthen measures that reduce maternal deaths, including the prevention of unsafe abortion through an initiative to reduce maternal and neonatal morbidity and mortality "Making Pregnancy Safer". Activities under this initiative will be carried out in member countries, taking into account their legal and cultural norms, starting with 10 priority countries in the 2000-2001 biennium and gradually expanding the number of countries to 50 by the year 2006.

1.3 Contraceptive prevalence and total fertility

Contraceptive use among married women ranges from 8% in the Democratic Republic of the Congo to 53% in Jordan [3]. In India the quoted figure of 41% is relatively low, but is explained by the fact that female sterilization has remained the main method of family planning for a large number of women, with the median age of sterilization at 27 years. Use of male methods such as condoms and vasectomy is negligible. In Myanmar the 17% quoted for 1995 overall is as high as 30% in some areas, representing the commitment of the government to push the family planning programme.

Total fertility rates are 3.1 for India, 4.9 for Jordan, 2.4 for Myanmar and 6.4 for DR Congo. An increase in contraceptive use in the DR Congo will be necessary if the total fertility rate is to be reduced.

2. HIV/AIDS

As shown in Table 2, 4.35% of adults are estimated to have HIV/AIDS in DR Congo in contrast to 1.79%, 0.02% and 0.82% in Myanmar, Jordan and India respectively. However, India (along with Myanmar) have large absolute numbers of cases. For India the total number was 8 491 as of September 1999 and the estimated number of HIV infections is 3.5 million. The male to female ratio of AIDS cases in India is reported to be 3:1. Ninety-one per cent of the AIDS cases are in the age range of 15-49 years and over 4.6% are children. Heterosexual contact is the predominant mode of spread (85%) followed by injections for drug use (7%) and mother-to-child transmission (5%).

In DR Congo, more than half of all adults living with HIV/AIDS by the end of 1997 were female, with HIV-prevalences in sex workers being as high as 34% to 64% (WHO, 1999). Recognizing that injecting drug use does not represent a major route of HIV transmission in the country, it is, however, unclear to what extent sex work is linked to psychoactive substance use [4].

India has HIV prevalence among injecting drug users showing an alarming increase over the last years, it can be safely assumed that a large number of women are affected by, and infected with, HIV through injecting drug use. However, gender desegregated data in this area has not been reported to WHO.

In Jordan, by the end of 1997, one IDU-related and two sexually transmitted AIDS cases were reported.

In Myanmar there were 2854 cases of AIDS as of December 1998 and the estimated number of infections is 440 000. The male to female ratio is 4 to 1, with heterosexual transmission as the predominant mode of spread.

3. Tobacco use among women

Table 3 shows that Myanmar has a high percentage of current regular smokers (16%) while Jordan has 5%. The percentage in India (0.2%) is relatively low; there is no data on DR Congo. Recent initiatives by the world Health Organization are expected to assist countries in reducing tobacco use [5].

4. Violence against women

Violence against women is now and recognized as a major threat to women's health (see Table 4). Studies in India have shown that 19% - 75% of women have experienced physical assault, mainly in a domestic setting. In Myanmar reported physical assault on wives ranged from 3.4% to 9% while mental assault was higher at 11% - 19% [6].

5. Other health concerns

In India, nutrition is a major concern among women and girls. The WHO regional office for South-East Asia has reported that 40% of the population in India consume less than 80% of energy required. The prevalence of severe forms of protein energy malnutrition

(PEM) in preschool children has declined, as has the prevalence of underweight among children below 5 years, but the latter still remains high at 50%. Gender discrimination among girl children in the allocation of food within the family has been reported.

Also in India, tuberculosis was reported to be the leading cause of the death of women with communicable diseases. Women tend to deteriorate when infected. Mental illness affects approximately 15% of all women, compared with 11% among men.

In Myanmar, nutritional concerns are similar to those in India. The prevalence of anaemia is reported among 48% of pregnant women, 36% of non-pregnant women and 30% of under-5 children. Malaria is also a serious problem, with more males than females affected.

Table 1.1: Maternal mortality and attendance at birth

	MM Ratio (1990 estimates)	Skilled attendant at delivery (%) (latest)
India	570	35
Jordan	150	97
Myanmar	580	57
DR Congo	870	Not available

Table 1.2: Legal status of abortion

	Abortion permitted						
	Save life	Physical Health	Mental Health	Rape, incest	Fetal problems	Economic Social	On request
India	X	X	X	X	X	X	X
Jordan	X	X	X				
Myanmar	X						
DR Congo	X						

Table 1.3: Contraceptive prevalence and total fertility rate

	Contraceptive use % of married women		TFR 1995-2000
	All methods	Year	
India	41	1992-1993	3.1
Jordan	53	1997	4.9
Myanmar	17	1992	2.4
DR Congo	8	1991	6.4

Table 2: HIV/AIDS

	HIV/AIDS			Main modes of transmission
	% adults	median % pregnant urban	median % pregnant non-urban	
India	0.82	2.5	2.4	-
Jordan	0.02	0	-	-
Myanmar	1.79	0.8	1	-
DR Congo	4.35	4.3	4	Heterosexual (3666/4744 in 1996)

Table 3: Tobacco use among women

	Current regular smokers Age 15 - 25	
	Percentage	Year or Survey
India	0.20	1996
Jordan	5	1996
Myanmar	16	1996
DR Congo	no data	-

Table 4: Violence against women

	Field data	Sample size	Sample Group	Measure	Location	Time frame	Relationship	All types	Physical violence %	Rape	Notes
India											
3 southern villages	1997P	163	W 15 +	Int. Pers conf	house hold	in current marriage	husband		22.0		Maybe an under estimate as qualitative data indicated some violence was not considered "abuse".
Mumbai (Bombay)	1995-1997	65	Women currently married	Inter personal conflicts	community	in current marriage	husband		49.2		
Rural areas in 2 states	1993-1994	1, 842	Women currently married. Inter personal conflicts	Inter personal conflicts	house hold	in current marriage	husband		40.0		Women were interviewed five times. Additional methodology information obtained from personal communication with researchers

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	Field data	Sample size	Sample Group	Measure	Location	Time frame	Relationship	All types	Physical violence %	Rape	Notes
Tamil Nadu	1993-1994	983	Women currently married	Inter personal conflicts	house hold	in current marriage	husband		37.0		Women were interviewed five times. Additional methodology information obtained from personal communication with researchers
Uttar Pradesh	1993-1994	859	Women currently married	Inter personal conflicts	house hold	in current marriage	husband		44.7		Women were interviewed five times. Additional methodology information obtained from personal communication with researchers
Uttar Pradesh	1996	6,926	married men	Inter personal conflicts	community	in current marriage	husband			28.0	Husbands reported on their violence against their wives
Uttar Pradesh	1996	98	Women currently married	Inter personal conflicts	two villages	in any relation ship	husband			68.0	

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2. WHO/UNICEF Revised 1990 estimates of maternal mortality, Geneva (1996).

3. United Nations Population Division, New York (1999)

4. WHO/UNAIDS Epidemiological fact sheets on HIV/AIDS and sexually transmitted diseases, Geneva (1999).

5. WHO, Tobacco Free Initiative, (1999).

6. WHO, Data-base on violence against women (1999)

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Item 5 of the provisional agenda*
Implementation of article 21 of the Convention on the Elimination of All Forms of Discrimination against Women

Reports provided by specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

United Nations Educational, Scientific and Cultural Organization

1. On behalf of the Committee, on 18 November 1999 the Secretariat invited the United Nations Educational, Scientific and Cultural Organization (UNESCO) to submit to the Committee, by 20 December 1999, a report on information provided by States to UNESCO on the implementation of article 10 and related articles of the Convention on the Elimination of All Forms of Discrimination against Women, which would supplement the information contained in the reports of the States parties to the Convention that will be considered at the Committee's twenty-second session.

2. Other information sought by the Committee refers to activities, programmes and policy decisions undertaken by UNESCO to promote the implementation of article 10 and related articles of the Convention.

3. The report annexed hereto has been submitted in compliance with the Committee's request.

* CEDAW/C/2000/I/1.

00-29004 (E) 070300

Annex

Report of the United Nations Educational, Scientific and Cultural Organization to the twenty-second session of the Committee on the Elimination of Discrimination against Women

I. Introduction

1. The Committee on the Elimination of Discrimination against Women will hold its twenty-second session from 17 January to 4 February 2000 at United Nations Headquarters in New York. In accordance with article 22 of the Convention on the Elimination of All Forms of Discrimination against Women, the specialized agencies are invited to submit reports on the implementation of the Convention in the areas falling within the scope of their activities.

2. The United Nations Educational, Scientific and Cultural Organization (UNESCO) is encouraged to supply information relevant to article 10 and related articles of the Convention with relevance to women's equality. In addition, UNESCO is encouraged to supply information on any of its recent activities, programmes and policies that would promote the implementation of article 10 and any related articles of the Convention. This information is provided in section II of the report. Section III of the report provides the measures taken by UNESCO to implement the Convention particularly in the countries being considered at the twenty-second session: Belarus, Burkina Faso, Democratic Republic of the Congo, Germany, India, Jordan, Luxembourg and Myanmar.

II. Contribution of the United Nations Educational, Scientific and Cultural Organization to the implementation of the Convention on the Elimination of All Forms of Discrimination against Women within the scope of the Organization

Women, girls and education

3. It is estimated that there are currently 876 million adult illiterates in the world. Of these, 563 million are women and 313 million men. Recent trends would seem to indicate a decrease in the world's illiteracy rate. However, in many parts of the world, particularly sub-Saharan Africa and some South Asian and Arab countries, female illiteracy rates are expected to remain alarmingly high — between 70 per cent and 92 per cent.

4. With reason therefore, education remains UNESCO's major concern. It is perhaps the most important tool we have against the challenging problems of today's world, particularly the continued exclusion facing many of the world's girls and women. While significant progress has been made in providing education for all, gender disparities in enrolment, literacy, access and quality persist. The situation is dramatic in many parts of the world's poorest regions.

5. Although enrolment ratios in primary education have increased considerably over the past 20 years, gender gaps remain relatively high in some parts of the world. Gross enrolment ratios drop in secondary and tertiary education and gender gaps are less of an issue. In North America, Europe and countries in transition, where the gross enrolment ratio is relatively high, the gross enrolment ratio for girls is even higher than that for boys. In less developed regions however, gross enrolment ratios for girls are considerably lower than are those for boys. Yet research tells us, time and time again, that educating girls and women is the surest investment any society can make towards combating poverty and ensuring development and social justice.

6. The benefits of educating girls and women increase from one generation to the next. Women with a solid basic education are more likely to be involved in development and decision-making, have smaller and healthier families who, in turn, are likely to be more educated than children of uneducated women. The smaller the household, the better the care the children receive, the lower the child mortality and the fertility rate. Despite this overwhelming evidence, the obstacles to reaching girls and women remain numerous. The education systems in place are often ill equipped to deal with the task facing them. Bound by heavy bureaucratic structures, excessive discipline, irrelevant curricula and overcrowding, they are finding it difficult to attract and retain girls in schools. Other factors

contribute to the gender imbalance in education: institutional and political issues, socio-economic concerns, cultural and traditional obstacles.

7. The urgency of the situation has spurred UNESCO to implement and support a wide spectrum of innovative and far-reaching programmes where the education of girls and women is a priority. UNESCO continuously seeks ways of integrating innovative solutions into its many education programmes, both formal and non-formal, in a bid to reach girls and women. The aim is to instigate a global attempt at renewing and revitalizing education through greater relevance and quality, the implementation and promotion of gender-sensitive policies, new curricula and teaching material, the introduction of counselling and vocational guidance and innovative teaching methods. There is clearly also a necessity to promote the involvement of the community and parents, equal access to knowledge and information, development of non-formal education, as well as adult learning, and early childhood programmes, learning local and national languages and income-generating activities. Given its mandate in education, science, culture and communication, UNESCO has a comparative advantage in the field of basic education and has developed innovative activities and mechanisms to address varying needs in various parts of the world. More specific examples are given in section III of the present report with regard to the country reports considered at the twenty-second session of the Committee on the Elimination of Discrimination against Women.

Women, technical and vocational training

8. The Second International Congress on Technical and Vocational Education (Seoul, Republic of Korea, 26-30 April 1999) brought together stakeholders of technical and vocational education to discuss ways in which policy and practice could be renovated to provide lifelong training and learning for the world of work in the next century. Recommendation 4.4 of the Congress stated that the under-representation of women in technical and vocational education is of particular concern and that traditional perceptions of appropriate roles for men and women in the workplace should be challenged. It was also said that technical and vocational education must respond with gender-inclusive learning programmes, both in content and delivery. The need for further strengthening of gender-sensitive educational and vocational guidance and counselling was underlined, as well as the need to create enabling environments that will encourage and facilitate greater female participation in technical and vocational education.

Women and higher education

9. The women and higher education project was set up within the framework of the UNESCO/Project for Twinning Universities (UNITWIN) chairs programme for higher education, with the objective launching training and action research programmes that empower women with higher education. In this way women are more involved in the reform and management of higher education systems and institutions allowing them to acquire appropriate leadership and managerial capacities, including the gender dimension in academic disciplines that have direct relevance for the development process.

10. Currently there are seven UNESCO University Chairs devoted to gender issues. Among these: a Chair on Women, Basic Education, Health and Sustainable Development at Nairobi University was created to reinforce action-research focused on gender issues and increase the contribution of women graduates in the development process; a Chair at the University of Warsaw on Women, Society and Development was created to promote advanced research and high-level training for an interdisciplinary approach to women's issues; and a Chair on Extension Strategies for Rural Development: Gender Sensitive Approaches was developed in Viet Nam to collaborate with local authorities and farmers on the elaboration of gender-sensitive rural development projects. In addition to the University Chairs, networks for gender issues exist such as the Association of Commonwealth Universities/UNITWIN network in higher education management for women academics.

11. The Women in Higher Education Management network has produced: Equal Employment Opportunity case studies: good practice guidelines (a synthesis), which features case studies from South Africa, India and New Zealand. Also, a training seminar on women and management in higher education was held at the University of Malaysia for women academics and administrators from Asia and the Pacific (February 1999). This experience has been integrated into the new Master's degree in Gender and Development offered by the Institute of Education at the University

of London. Similarly, a new network for Women and Development focusing on feminine leadership in various areas was launched as a collaborative effort of universities from North America and Latin America, as part of the UNESCO/OUI (Inter-American Association for Higher Education) Network for Women and Social Development.

12. Within this framework, a seminar was held on women and democracy (Montreal, Canada, August 1999), and a book, *Graduate Profiles for a Changing Society*, was published in 1998. Other publications produced through the special project include: Poverty Revisited and Transition from Pre-School to Secular Basic Education: the Role of Higher Education, both prepared by the Chair on Women, Community Health and Sustainable Development at University of Nairobi. In addition, a book on women in science is being prepared by the Association of African Universities/UNESCO Chair on Women, Science and Technology, in collaboration with the University of Science and Technology in Kumasi (Ghana) and universities in Gambia, Senegal and Togo. Furthermore, a seminar was held (Rio de Janeiro, April 1998) to evaluate the first phase of the project: social mobilization and community participation (a project which focuses on training women for community action in seven municipalities). Three conferences were held in 1999 in Oxford United Kingdom (Gender, higher education and development), in Dublin (Women and conflict resolution) and in Leiden, the Netherlands (Migration and gender) with the support of the European Union.

13. Other initiatives include: the development and monitoring of women's studies at various universities in India; setting up of a UNESCO Chair on Gender Policy and Human Rights at the Kyrgyz-Slavic Russian National University in Kyrgyzstan; a UNESCO Chair on Women, Society and Development at the University of Warsaw; a UNESCO Chair on Communication and Women in Asia and the Pacific in the Republic of Korea; a UNESCO Chair on Women Studies at the Centre de recherches, d'etudes, de documentation et d'information sur la femme in Tunisia, and the International Women in Science and Engineering Programme at the Iowa State University in the United States of America, which provides training for women from some 50 countries from all regions of the world.

Eliminating sexist stereotypes

14. UNESCO continues to focus on the elimination of sexist attitudes and behaviour, which continue to be perpetuated through the school system, the media, the family and religious institutions. The distribution of the third, revised publication of *Guidelines on Gender-Neutral Language* (French-English) has become quite popular. More than 10,000 copies have been distributed so far. Another publication, *Male Roles and Masculinity in the Perspective of a Culture of Peace*, also addresses the complex issue of sexist stereotypes. The manual *Gender Sensitivity, A Training Manual* (initially published in English and French by UNESCO), based on seven years of training experience in Africa, the Arab States and the Pacific has been translated into Arabic. A systematic revision of school textbooks is necessary, as these continue to perpetuate sexist stereotypes even in countries holding a good record as regards the advancement of women.

Women, science and technology

15. Increased participation of women at the World Conference on Science (Budapest, 26 June-1 July 1999) was achieved with varying rates of success through deliberate efforts. The official invitation explicitly requested that women be included in delegations; Member States were sent a special statement accompanying the basic conference documents; women participated in the drafting of the final documents; and specific events on the women and gender component, such as panel discussions, round tables, exhibits, women's caucus, press briefings were organized. This collaboration involved cooperation with the United Nations Fund for Women (UNIFEM), UNESCO national commissions, Governments and several women's non-governmental organizations (NGOs), notably the Once and Future Action Network and the Third World Association of Women Scientists. Prior to the World Conference, UNESCO organized six regional and subregional forums on women, science and technology: for Latin America and the Caribbean (Bariloche, Argentina); for Asia and the Pacific (Sydney, Australia); for Africa (Ouagadougou); for the Mediterranean countries (Turin, Italy); for the European region (Bled, Slovenia); and for the Arab States (Abu Dhabi, the United Arab Emirates). The main concerns are reflected in the Framework for Action adopted by the World Conference and further

mobilization in this regard will be achieved through the networks of women.

Women and a culture of peace

16. Helping women articulate their vision of today's major challenges and how these can be met has been of central importance, particularly in relation to UNESCO's commitment to promote a culture of peace worldwide. A wide range of activities were geared towards: capacity-building for the sharing of information and knowledge among women, within local and national boundaries as well as regionally and globally; a greater mobilization of women's intellectual resources, and elaborating a new approach to political participation based on genuine solidarity, the sharing of power and by fostering cooperation and team spirit rather than aggressive competition. Some of these activities included: the Pan-African women's conference: Women Organize for Peace and Non-Violence in Africa (Zanzibar, United Republic of Tanzania, May 1999); and the report on women's health, bioethics and human rights, prepared within the framework of the International Bioethics Committee. Other activities included: the World march of women 2000 (initiated by the Quebec Women's Federation and a vast network of women's grass-roots organizations) to protest against poverty and violence, and the second Festival in Thessalonika, Women Creators of the Two Seas: the Mediterranean and the Black Sea (August 1997), co-organized by UNESCO's Women of the Mediterranean programme and the Centre for Women and Peace in the Balkans. UNESCO also pursued its cooperation with the Forum of Mediterranean Women, notably by helping organize the third congress on women, science and technology as input to the World Conference on Science.

17. Major attention was given to assisting women in Africa in their efforts to stop violence and armed conflict on their continent and to help them become recognized as vital partners in peace-building processes. The special project on women and a culture of peace in Africa, 1998-1999, which has been going on in Burundi, Cameroon, the Central African Republic, the Republic of the Congo, Namibia, Sierra Leone and the United Republic of Tanzania, accomplished a number of significant results.

18. A bilingual English/French publication of photographs entitled, *Women Say NO to War* was published in March 1999, and a "Join Women for a Culture of Peace" poster was produced for the 1999 International Women's Day and the International Year of the Culture of Peace. These have been distributed through UNESCO's field offices, national commissions, within the United Nations system and the NGO community.

Gender mainstreaming

19. UNESCO's gender mainstreaming efforts have been focused on strengthening the institutional mechanisms within the Member States and in the Secretariat, to promote the interest of women and girls in line with the Beijing Platform for Action and other United Nations commitments. This was achieved through regular communication among the Organization's gender focal points; the updating and revision of the gender information-kit and web site, including the home pages of UNESCO's individual programmes; the production of the publication *Partnership is Power: Women and Men for Gender Equality*; by integrating information about gender mainstreaming into UNESCO's programme for training of personnel; and by the Director-General's deliberate effort to promote and recruit women to higher-level posts in the Organization.

20. In addition to appointing a prominent woman as UNESCO's Regional Adviser for Women and Girls in Latin America and the Caribbean, several outstanding women head major intergovernmental committees such as the one on ethics and new technologies (Ms. Finnbogadottir), and audience Africa (Ms. Graca Machel). Some of the field offices assisted in strengthening national machinery for gender equality, by organizing expert group meetings addressed to developing regional strategies that could help national policy makers implement the Beijing Platform for Action. Finally, the UNESCO-NGO collective consultation on women, girls and gender equality contributed to gender mainstreaming, mostly through the work of its six thematic working groups. The group on women, science and technology was particularly active in helping the Secretariat apply gender mainstreaming at the World Conference on Science, while other groups concentrated on promoting non-sexist language, legal literacy, concern for the girl-child and poverty eradication programmes.

21. The promotion and implementation of the Convention has also been a high priority during this period. Thanks to the funds donated by the

Government of the Netherlands, UNESCO's *Passport to Equality*, originally produced in 1998 in compliance with the Organization's commitment to the implementation of article 10 of the Convention (a pocket version of the Convention). The Passport is now being reprinted in 10 languages (Arabic, Chinese, English, French, Hindi, Portuguese, Russian, Spanish, Swahili and Urdu). The new version will be disseminated worldwide through our United Nations partners in this action (Division for the Advancement of Women, International Labour Organization, Food and Agriculture Organization of the United Nations, UNIFEM, United Nations Centre for Human Settlements and Office of the United Nations High Commissioner for Refugees). Other activities involve training programmes developed by the Government of Mauritania in collaboration with the UNESCO office in Rabat; the production of a handbook on the rights of girls and women which has been developed by UNESCO in Africa, the Arab States and Asia.

22. The bilingual English/French booklet *Human Rights Major International Instruments* (1999) contains data on the status of ratification of universal and regional instruments is dedicated to the twentieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women. It was prepared as a contribution to the implementation of the provisions of the Vienna Declaration and Programme of Action concerning the universal ratification of human rights instruments. This booklet has been already widely disseminated and 500 copies were sent to the Inter-Parliamentary Union to be distributed among parliamentarians to encourage the ratification of international instruments of paramount importance. This brochure was also sent to the Chairperson of the Committee for distribution to all its members.

III. Measures taken by the United Nations Educational, Scientific and Cultural Organization to implement the provisions of the Convention on the Elimination of All Forms of Discrimination against Women, particularly in the countries being considered at the twenty-second session: Belarus, Burkina Faso, Democratic Republic of the Congo, Germany, India, Jordan, Luxembourg and Myanmar

Belarus

Basic statistics

23. Female population in thousands, 2000: 5,447; female population aged 15-49 in thousands, 2000: 2,695; total fertility rate per woman 1995-2000: 1; life expectancy at birth for females in years, 1995-2000: 75; gross enrolment ratios at first and second level, 1995, female: 96; net enrolment rate at the first level, 1995, female: 94.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Women and education

24. The UNESCO office supported a special project: "Women, higher education and development" and input by the Government of Romania for a regional programme of the European Centre for Higher Education, "Good Practices in Promoting Gender Equality in Higher Education".

25. The office participated in data collecting (Ministry of Education, Belarusian State University, Centre for Gender Studies Minsk).

26. The office supported the preparation of one of eight case studies by Ms. Galina Shaton, Envila Women's Non-State Institution, Minsk.

Women, science and technology

27. The UNESCO office supported the advancement, transfer and sharing of knowledge in the exact and natural sciences and participated (13 women) in an

international summer school programme on physics (high energy) organized by the joint Institute of Nuclear Research and UNESCO.

28. Through the Mediterranean programme UNESCO supported participation in a course, "Biochemistry and Biotechnologies" (Poland, 11-17 October 1998), with the objective of helping young scientists and doctorate students obtain updated knowledge and hands-on experience with the mechanisms of recognition of ribonucleic acid and protein.

29. The office participated in a preparatory meeting of the World Conference on Science which was organized by the Slovenian National Commission (Bled, Slovenia 5-7 November 1998). Numerous outputs were elaborated, in particular unanimous agreement was reached on the importance of women's participation in science and technology as a condition for sustainable development. Firm support was also guaranteed towards the implementation of gender issues into the World Conference and to present these recommendations at the Budapest Conference.

30. Associated Schools Project — Currently has 12 schools (9 secondary and 3 vocational/technical schools). Also, four students and two teachers participated in the international encounter: "Future Scientists: Men and Women", which discussed gender equality in science (UNESCO, Paris, 21-27 April 1998).

Burkina Faso

Basic statistics

31. Total population in thousands, 2000: 12,057; female population, in thousands, 2000: 6,039; female population aged 15-49 in thousands, 2000: 2,666; total fertility rate per woman 1995-2000: 7; life expectancy at birth for females in years, 1995-2000: 47; adult illiteracy rates estimates for 1995, male and female: 80.8; adult illiteracy rates estimates for 1995, female: 90.8; net enrolment ratio at the first level, 1995, male and female: 31; net enrolment ratio at the first level, 1995, female: 24.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Women and education

32. The main mission of UNESCO's office in Ouagadougou is education (basic education, girls and women's education, implementation of the special project on girls' and women's education in the Sahel), with emphasis on expanding access especially for girls and women, and improving the quality of basic education.

33. Under the literacy and basic adult education programme, the office produced a gender, culturally sensitive NGO capacity-building kit.

34. The office participated in an international seminar to promote early childhood training, "Mobilizing Women to create Innovative Early Education Structures" (Bamako, 2-9 February 1998).

35. The office also provided support to the education and artistic-vocational programmes for street and working children of the WAMDE School in Ouagadougou; construction, furnishing, and equipping of five workshops; school equipment and provision of classroom material.

Preventive education against drug abuse and acquired immunodeficiency syndrome

36. Participants from grass-roots women's organizations participated in the UNESCO Joint United Nations Programme on Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome (HIV/AIDS) (UNAIDS) regional workshop on preventive education against HIV/AIDS for women in Africa (Côte d'Ivoire, 7-11 September 1998).

Girls' access to scientific, technical and vocational education

37. The office co-organized the African Forum on Women Science and Technology (Ouagadougou, 25-28 January 1999) with the Government of Burkina Faso. The country proposed to integrate the Female Education in Mathematics and Science in Africa project, a project of the ADEA Working Group on female participation financed by a donors' consortium, including UNESCO.

38. The office participated in project: "Scientific, Technical and Vocational Education of Girls in Africa" in cooperation with various governmental institutions and NGOs: the Forum for African Women Educationalists; the Gender Science and Technology Network; and the Third World Association for Women in Science. The project encourages the revision of curricula, textbooks and teacher training.

39. The office assisted with the implementation of a special project, "Donner des moyens aux femmes, programme de developpement communitaire en zone rurale", on improving the living conditions of women living in rural communities. A project developed as part of an integral development strategy for the eight villages of the Kokologho district. The project involves the management of water, economically-oriented activities for women, human rights sensitization and training and information activities for the general population.

Women and culture

40. With the framework of the International African Arts and Crafts Trade Show, Ms. Djiguembe and Ms. Ibouldou presented original textile products in the UNESCO Creation Stand (Ouagadougou, 30 October-8 November 1998). They participated in a workshop organized by UNESCO where they were introduced to techniques in product design, adaptation and marketing. Their participation gave them the opportunity to put into practice the knowledge acquired, and resulted in an impressive sale, which represents more than a year's income for them. They were able to establish contacts with numerous importers and retailers in Europe.

41. The UNESCO Crafts Prize 1998 for Africa was awarded on the occasion of the International African Arts and Crafts Trade Show and offered an ideal opportunity for the public at large to witness recent UNESCO initiatives for African craftswomen and creative artisans.

42. The sixth Ouagadougou International Theatre and Muppets Festival was organized by the International Theatre Institute (Ouagadougou, 24-31 October 1998), to promote the artistic education of young men and women in Africa. Nineteen theatre groups and eight (muppet) groups from 10 African countries (two from Europe) participated in the festival.

Women and media

43. The office participated in a regional project financed by Germany on capacity-building in communications and information. Collaboration between education and communication was developed at the level of local committees created to initiate sensitization campaigns. In cooperation with local committees, campaigns (local radio and journal) as well as sensitization workshops and conferences were organized to promote the education of girls and women in the rural communities of Poura and Diapaga.

Women, science and technology

44. UNESCO held a series of regional consultations around the world on the subject of women and science, in the run up to the World Conference on Science. An African regional forum was held in Burkina Faso in January 1999. The main concerns expressed by each of the forums were the subject of discussion during the World Conference and the final reports from each were distributed during the conference.

45. The office participated in an international encounter, "Future Scientists: Men and Women", which discussed gender equality in science (UNESCO, Paris, 21-27 April 1998).

46. The office implemented a project entitled "Improving women and girls' performance in scientific disciplines in secondary education and at university".

47. The office also assisted in the implementation of a Danish project, "Donner des moyens d'action aux femmes rurales au niveau communautaire".

48. Implementation of the UNESCO/Danish International Development Agency programme on human rights to provide training on women's human rights combined with the participation in market economy activities. This has led to a broad programme with several key aspects such as water and hygiene, income generating schemes, access to credit and techniques of land cultivation. Training is practical but also makes use of radio, debate and the dramatization of social and gender issues.

49. The office also implemented the "Cities, Environment and Gender Relations" project, which analyses the environmental situation in medium-sized towns and its effects on the nature of social relations, particularly gender relations, with a view to providing useful information to decision makers. In

Ouagadougou, it has been found that recent improvements in social conditions in the area (cleaner surroundings and clean water) are in part the result of the efforts of a local women's association.

Democratic Republic of the Congo

Basic statistics

50. Total population in thousands, 2000: 51,749; female population in thousands, 2000: 26,125; female population aged 15-49 in thousands: 11,187; adult illiteracy rates estimates for 1995, male: 13.4; adult illiteracy rates estimates for 1995, female: 32.3; gross enrolment ratios at first and second level, 1995 male and female: 52; gross enrolment ratios at first and second level, 1995 female: 41.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Women and education

51. The office's activities in the field of early childhood training included participation in the international seminar, "Mobilizing Women to Create Innovative Early Education Structures" (Bamako, 2-9 February 1998).

Women and a culture of peace

52. UNESCO's focus on Africa is reflected through a special project on Women and a Culture of Peace in Africa. The project started in Burundi, Cameroon Central African Republic, the Republic of the Congo, Namibia, Sierra Leone and the United Republic of Tanzania, and will include more countries as it progresses. The project involves inter-agency peace missions to strengthen women's roles as peace promoters and to help to amplify local women's voices for peace, through case studies on traditional techniques, networking and advocacy, education in peace-building skills for gender-sensitive and non-violent conflict resolution.

53. The office was involved in the publication on women's best practices in peace-building entitled "Best practices of women in conflict resolution using non-violent traditional methods", being prepared in collaboration with the African Association of Women Researchers for Development, and on the basis of papers presented by African women to an inter-agency seminar on "Documented best practices of women in conflict resolution using non-violent traditional methods". A directory of grass-roots women working on emergencies and solidarity has also been prepared in collaboration with the Women's International Network.

54. On the basis of the case studies and in cooperation with the Forum of African Women Educationists, UNESCO is preparing training modules on conflict resolution, to train African women peace promoters on non-violent and gender-sensitive skills. It is expected that improving the skills of women in the area of conflict resolution will increase their participation in peace processes in Africa.

55. Several meetings and mechanisms have been organized in cooperation with the Ministry of Family and Integration of Women in Development to strengthen women's roles as peace promoters. For example an active network of women's peace groups, a database of resource people and experts working in the area of national reconciliation and a culture of peace (Republic of the Congo, April 1998).

Germany

Basic statistics

56. Total population in thousands, 2000: 82,688; female population in thousands, 2000: 42,063; population aged 15-64 in thousands, 2000: 56,860; female population aged 15-49, 2000: 19,961; gross enrolment ratios at first and second level, 1995, male and female: 103; gross enrolment ratios at first and second level, 1995, female: 102.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Women and education

57. UNESCO's International Institute for Educational Planning organized a subregional workshop for women and men on "The management of teaching staff in French speaking Africa", in cooperation with the German Foundation for International Development (Ouagadougou, 14-18 April 1997).

Women, science and technology

58. The UNESCO office participated in a preparatory meeting of the World Science Conference (Slovenia, 5-7 November 1998), where a unanimous agreement was reached on the importance of women's participation in science and technology as a condition for sustainable development. Firm support was also guaranteed towards the implementation of gender issues into the WSC and to present recommendations at the Conference.

Women and culture

59. ERICArts, an NGO based in Bonn, authored a preparatory paper entitled "Women and Cultural Policies for the Intergovernmental Conference on Cultural Policies for Development" (Stockholm 30 March-2 April 1998). Ms. Rita Sussmuth, President of the Bundestag, was a special guest speaker at the plenary of the Intergovernmental Conference.

60. The office participated in an international fashion competition to promote cultural diversity through fashion. The designers were selected on the criteria of innovation in the fashion industry with due respect to the cultural identity and of the use of renewable, local, raw materials. Young women and men have been given international recognition through a fashion exhibition on the occasion of EXPO '98 (Lisbon, 7 June 1998) and an exhibition in the Museau Nacional do Traje (Lisbon, 24 June-24 September 1998).

Extrabudgetary projects — status of cooperation as of August 1999

61. The main responsibility for the planning and implementation of the German International Development Cooperation Programme lies with the Federal Ministry for Economic Cooperation, while a number of other ministries also finance and execute development activities within their competence. Efforts are made to ensure stronger participation of beneficiary target groups, including women, in the design and implementation of German assistance projects.

Women and media

62. The office supported an operational project financed by Germany: Development of the Federation of African Media Women (mid-1999).

India

Basic statistics

63. Total population in thousands, 2000: 1,006,770; female population in thousands, 2000: 487,105; female population aged 15-49 in thousands, 2000: 252,258; adult illiteracy rates for 1995, male and female: 48.0; adult illiteracy rates estimates for 1995, female: 62.3; gross enrolment ratios at first and second level, 1995 male and female: 72; gross enrolment ratios at first and second level, female, 2000: 61.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Women and education

64. UNESCO's office provides support and assistance for programmes especially in education, including programmes advocating basic education, gender, preventive education against drugs and HIV/AIDS, as well as activities dealing with youth, special needs education, street children, child labour and protection of the environment, with the major focus being Education for All.

65. The office is active in inclusive schooling and community support programmes — Evaluation and review of Incentive Schemes in Primary Schools for Girls' Participation (1998); Project on "Primary Education for Girls and Disadvantaged Groups in Haryana", 1998.

Literacy, post-literacy and basic adult education

66. The office participated in an expert group meeting in order to prepare the framework on training women as managers in non-formal education.

67. The office prepared a guide for training primary teachers facing multi-grade teaching situations within the framework of the joint United Nations and the Government of India SCOPE Project (Five-year project).

68. The office carried out legal literacy camps for women (India 1998-1999).

69. The office undertook a case study to review national policy on girls' and women's education and implementation mechanisms. The study was a background document for the second meeting of the Intergovernmental Regional Committee on Education in Asia and the Pacific (Bangkok, November 1998).

70. The office carried out research activity on evaluation of incentive schemes to promote girls' participation and retention in primary education.

71. Activities in the nine high-population developing countries (E9): national paper on women in the E9 countries and their role as educators, were supported by the office.

72. The UNESCO office participated in Inter-Agency Working Group on Gender for the drawing up of the Gender Development Index and the Gender Empowerment Measure.

Renovation of general secondary and vocational education

73. The office gave support to the ongoing project "Learning and Communication for Empowerment" in Andhra Pradesh Province for training illiterate or neo-literate women.

School-based AIDS education and women

74. UNESCO endeavours to integrate education for the prevention of HIV/AIDS into the school curricula. It has developed a programme for preventive education and communication which has been especially designed for societies in which men traditionally have the dominant role and women have little control over their own sexual behaviour and reproductive capacities. Workshops for grass-roots women's organizations have been held in India to equip illiterate and neo-literate women with the knowledge and skills to protect themselves and their families.

75. The office carried out a policy workshop on "Mandatory Testing and Violence against Women and Girls with HIV", in collaboration with Sanlaap, Calcutta, 1998.

76. The office carried out a survey on women graduates and participated in the second Joint Meeting of the Six Intergovernmental Committees in charge of application of the Regional Conventions of the Recognition of Studies, Diplomas and Degrees in Higher Education (UNESCO, Paris, 29 September-October 1998).

77. The office conducted a case study on the project "Attacking Urban Poverty: How universities can help", completed by the Women's University, Mumbai (1998), and is being finalized for publication.

Educating for a sustainable future

78. The office was active in the publication of information materials: gender profile on Jammu and Kashmir; training needs for women in Panchayats; editing and publication of "Women, Communal Harmony and Empowerment in India".

79. In cooperation with UNESCO partners, the office assisted in developing the Gender Development Index and the Gender Empowerment Measure. Implemented a workshop on infusing environmental issues in technical education (1998).

80. The office was active in mobilizing expertise and resources at the municipality level to promote training programmes for women in local government bodies.

81. The office assisted in organizing a meeting on "Women in Panchayats: issues and strategies" (Trivandrum, 1998).

Women's human rights

82. To clarify the many international standards concerning women and the obstacles blocking their implementation, a series of conferences on women's rights were organized within the framework of the UNESCO human rights education programme.

Women, science and technology

83. The office participated in the international summer school of molecular and cell biology "Molecular Basis of Bacterial Infection" training course for postdoctoral students and researchers (131 participants, 56 women).

84. The office was active in the preparation of training materials for science and technology training for rural women, Centre for Science for Villages, Wardha.

85. The office conducted a training programme on "Appropriate Rural Technology for Rural Women". Centre for Science for Villages, Wardha.

86. In the field of building capacities in water resources management, the office conducted a seminar on "Women and Water" (New Delhi, 1999).

Women and culture

87. The office developed musical instruments and equipment for training disadvantaged groups and free training to women and children in music, dance and art in the slum areas of Orissa, in collaboration with Samaj Kalyan Samiti.

88. Implementation of "South Asian Association for Regional Cooperation Conference on Women for a Culture of Peace" (New Delhi 1998-1999).

Extrabudgetary projects

89. The office provided support for policy and programme development to a gender audit at the state level (ongoing project).

Jordan

Basic statistics

90. Total population in thousands, 2000: 6,330; female population in thousands, 2000: 3,096; female population aged 15-49 in thousands, 2000: 1,459; adult illiteracy rates for 1995, male and female: 13.4; adult illiteracy rates estimates for 1995, female: 20.6.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Women and education

91. Organized a subregional workshop on gender-sensitive statistics and indicators for the Arab States, in collaboration with the Jordanian National Commission (November 1998). Five experts from the Ministry of Education and one from the Ministry of Youth participated in the workshop.

92. In efforts to change attitudes and eliminate the cultural stereotyping of women, the UNESCO office in Amman has published a publication spotlighting gender terminology in Arabic. A survey on "Gender Role Stereotypes in Primary Schools" is also being conducted.

93. A training seminar for young men and women on education and information for sustainability at the municipality and community levels (Lebanon, July 1998).

Women, science and technology

94. The office participated in a regional faculty training workshop for women on creating html-based Internet course materials for science education using the course management system, web course tools organized in Doha by UNESCO Cairo Office and Qatar University (22-25 November 1998). Participants were trained on the new electronic system for preparation of academic courses for delivery over the web.

95. The office organized the first Italian-Jordanian conference on plastic materials, under the framework of the Mediterranean Network of Science and Technology of Advanced Polymer-Based Materials (Amman, 16-19 March 1998). Twenty per cent of the participants were women.

Women and culture

96. The office provided financial assistance to the International Music Council to set up a regional centre in Amman to provide training facilities in music for nursery and kindergarten teachers working in Arab countries (October 1998).

97. A regional workshop jointly organized by UNESCO, UNIFEM, UNICEF, UNDP and the Jordanian National Committee for Women was held on the theme "The Impact of Media and Domestic Violence" (Jordan, November 1998). Another meeting to follow up on the issues raised is being organized and will include women journalists from the other States in the region.

Luxembourg

Basic statistics

98. Total population in thousands, 2000: 430; female population in thousands, 2000: 216; female population aged 15-49 in thousands, 2000: 105.

99. The Ministry of Foreign Affairs administers Luxembourg's assistance programme in cooperation

with the main executing agent for bilateral projects, Lux-Development. Special emphasis is given to gender equality, protection of the environment, development education and promotion of human rights and democracy.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

100. The office assisted in the implementation of operational project funded by Luxembourg: "Reinforcement de la presse independente feminine" (Mali).

Women, science and technology

101. The office participated in the Eleventh Congress of the Federation of the European Societies of Plant Physiology (of 350 participants, 145 were women).

Myanmar

Basic statistics

102. Total population in thousands, 2000: 49,342; female population in thousands, 2000: 24,743; female population aged 15-49 in thousands, 2000: 13,088; adult illiteracy rates estimates for 1995, male and female: 16.9; adult illiteracy rates estimates for 1995, female: 22.3; gross enrolment ratios at first and second level, 1995, male and female: 65; gross enrolment ratios at first and second level, 1995, female: 64.

Activities under the regular programme of the United Nations Educational, Scientific and Cultural Organization (1998/1999)

Fellowships

103. A fellowship was awarded to Ms. Naing under the framework of the Republic of Korea/UNESCO co-sponsored fellowship scheme for studies in the field of "Television Documentary Programme Production". A fellowship was also awarded to Ms. Daw under the framework of the Japan/UNESCO co-sponsored fellowship scheme to undertake studies in the field of literacy education.

Extrabudgetary project

104. The office was active in the implementation/finalization of the project: "Support for Technical Services-Improving access of children, women and men in the poorest communities to primary education".

United Nations Development Programme

105. The office was active, with UNDP, in the implementation/finalization of the ongoing project: "Improving access of children, women and men of the poorest communities to primary education" (Phase II).

United Nations CEDAW/C/2000/I/3/Add.4

Convention on the Elimination of All Forms of Discrimination against Women

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Agenda item 5
Implementation of article 21 of the Convention on the Elimination of All Forms of Discrimination against Women

Reports provided by specialized agencies of the United Nations on the implementation of the Convention in areas falling within the scope of their activities

Note by the Secretary-General

Addendum

International Labour Organization

1. On behalf of the Committee, on 18 November 1999, the Secretariat invited the International Labour Organization (ILO) to submit to the Committee, by 20 December 1999, a report on information provided by States to ILO on the implementation of article 11 and related articles of the Convention on the Elimination of All Forms of Discrimination against Women, which would supplement the information contained in the reports of the States parties to the Convention to be considered at the twenty-second session.

2. Other information sought by the Committee refers to activities, programmes and policy decisions undertaken by ILO to promote the implementation of article 11 and related articles of the Convention.

3. The report annexed hereto has been submitted in compliance with the Committee's request.

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Annex

Report of the International Labour Organization under article 22 of the Convention on the Elimination of All Forms of Discrimination against Women

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I. Introduction

The provisions of article 11 of the Convention on the Elimination of All Forms of Discrimination against Women are dealt with in a number of ILO Conventions. Of the 182 Conventions adopted so far, the information in the attached report relates principally to the following:

- Equal Remuneration Convention, 1951 (No.100), which has been ratified by 143 member States;
- Discrimination (Employment and Occupation) Convention, 1958 (No.111), which has been ratified by 140 member States;
- Workers with Family Responsibilities Convention, 1981 (No.156), which has been ratified by 29 member States.

Where applicable reference is made to a number of other Conventions which are relevant to the employment of women:

Forced Labour

- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)

Child Labour

- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

Freedom of Association

- Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

Employment policy

- Employment Policy Convention, 1964 (No. 122)
- Human Resources Development Convention, 1975 (No.142)

Maternity protection

- Maternity Protection Convention, 1919 (No.3)
- Maternity Protection Convention (Revised), 1952 (No.103)

Night Work

- Night Work (Women) Convention (Revised), 1948, (No.89) [and Protocol]
- Night Work Convention, 1990 (No.170)

Underground Work

- Underground Work Convention, 1935 (No.45)

Part time work

- Part-Time Work Convention, 1994 (No.175)

Home work

- Home Work Convention, 1996 (No. 177)

The application of ratified Conventions is supervised in the ILO by the Committee of Experts on the Application of Conventions and Recommendations (CEACR), a body of independent experts from around the world, which meets annually. The information submitted in Part II of the present report consists of observations and direct requests made by the Committee. Observations are comments published in the CEACR's annual report - produced in English, French and Spanish - which is submitted to the International Labour Conference. Directs requests (produced in English and in French - and in the case of Spanish-speaking countries, also in Spanish) are not published in book form, but are made public. At a later date, they are published on the ILO's data base of supervisory activities, ILOLEX (available on line or on CD Rom).

II. Indications concerning the situation of individual countries

Belarus

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, Belarus has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 45, 87, 98, 103, 105, 122, and 142.

II. **Comments by the ILO supervisory bodies**. The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 100: A direct request of 1998 to the Government noted that the wage gap between men and women, particularly in the sectors of industry and construction, had decreased, but that the wage gap had widened in the area of education and particularly in agriculture. The Committee requested the Government to provide data that might indicate the factors underlying the widening of the wage gap in these sectors. It also requested statistical data on the distribution of men and women by occupation and rank in the various sectors as well as an indication of their average hourly wages. The Committee noted that, according to the Government, remuneration in Belarus was established in accordance with common rates which were approved by the Ministry of Labour and which took into account the factors set out in the Labour Code. The Committee recalled that the criteria used for the appraisal of jobs should not undervalue skills normally required for jobs that were in practice performed by women. Accordingly, the Government was asked to provide information on the criteria and methodology used to ensure that the wage rates gave equal consideration to factors present in the jobs undertaken by women. Statistical data supplied by the Government further showed that despite women's higher level of education than men (with 58.6 per cent of them having a university education) in a number of sectors referred to by the Government, they continued to hold a lower share of managerial and senior positions in various sectors of the national economy (e.g. in the industrial sector, women held 35.9 per cent of managerial posts, despite the fact that they accounted for 54.2 per cent of employees in this sector having special technical education). The Committee requested the Government to supply information on the progress of its activities in reducing the wage gap and particularly regarding studies that might indicate the factors accounting for women's lower share of managerial or positions.

Convention No. 111: In a direct request of 1997, the Committee noted that the draft Labour Code had been approved by the Supreme Soviet in 1996 and was being examined in light of constitutional amendments. It further noted that the Government, in the framework of its policy to promote equality of opportunity and treatment for all, had adopted national plans of action to improve the situation of women for 1996-2000 as well as a national programme called *The Women of the Republic of Belarus*. The programme contained measures to improve the situation of women in the labour market, prevent female unemployment and increase their competitiveness. The Committee requested the Government to supply details on the concrete measures taken and the results obtained by these programmes, from the point of view of access to jobs, access to vocational training and terms and conditions of employment. The Committee further observed that the Government intended to fight discrimination against women in employment by stressing education and training. The Government indicated in its report that new

training had been introduced to develop those occupations seen to be "female" (farmers, secretary and typist with foreign languages, embroiderer and weavers) because greater diversity of occupations increased opportunities to find jobs. The Committee stressed the importance of training free from archaic attitudes and stereotypes that categorize jobs or occupations as "male" or "female". It requested the Government to indicate the measures taken or envisaged to ensure that, in practice, education, vocational training and vocational guidance of girls and women were not restricted to the traditional areas of activity considered to be appropriate for them. It also recommended the Government to encourage women and girls to consider employment in sectors other than health, education and culture where they were already over-represented.

Burkina Faso

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, Burkina Faso has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 3, 29, 87, 98 and 105.

II. **Comments by the ILO supervisory bodies**: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 3: A direct request to the Government in 1998 noted that the new provisions relating to maternity protection of Act No. 1/92/ADP of 1992 concerning the Labour Code, no longer referred to the prohibition of employment of a woman for a period of six weeks after confinement. Consequently, the Committee requested the Government to indicate the measures taken or envisaged with a view to ensuring that a woman would not be allowed to work for a period of six weeks following her confinement.

Convention No. 29: In a direct request of 1998, the Committee of Experts commented on the situation of household employment of children, who in Burkina Faso are mostly girls. The Committee noted that the revision of the Penal Code would take account of new forms of exploitation, including certain situations of slavery-like situations such as household employment of children without any particular status and without adequate remuneration. The Government indicated in this regard that unlawful wages were still the most widespread form of exploitation of child labour. The Committee also noted the information contained in the report submitted by Burkina Faso to the United Nations Committee on the Rights of the Child in which the Government indicated that it was difficult to keep a check on the limits of the employment of young people at home, in the family and in the community in a difficult social and economic context, both for young people and adults, and that, Burkina Faso being an agricultural and an underdeveloped country, children were frequently called on at an early age to work long hours often in activities which are beyond their strength. The Committee also noted Order No. 539/ITLS/HV of 29 July 1954 concerning child labour in all establishments of whatever nature and in households, which contains detailed provisions to ensure the protection of working children, and Order No. 545/GTL/HV of 2 August 1954 which prohibits the employment of children under the age of 14 for more than four-and-a-half hours in all per day. It asked the Government to provide detailed information on any measures taken to ensure that effect is given

to the provisions of the above-mentioned Orders.

Convention No. 100: In a direct request of 1998, the Committee noted the Government's information that the Committee's comments regarding section 104 of the Labour Code (which stipulates that *where there are equal working conditions, professional qualifications and output, the salary shall be equal for all workers no matter what their origin, sex, age or status under the conditions laid down in this part of the Code*) had been taken into account in the process of revising the Labour Code, which was under way. It also noted that the establishment of a national job-classification system finally began in 1997, and that the Government confirmed its wish for ILO technical assistance. In this regard, the Committee wished to emphasize that some form of objective job evaluation was the only means of establishing differential rates and that it was therefore important to adopt a technique for measuring and comparing objectively whether jobs involving different work had, nevertheless, the same *value* for the purposes of remuneration. The Committee reiterated the wish that the Government — as well as employers' and workers' organizations — would endeavour to collect the necessary information in order to be aware precisely of the nature and extent of any inequalities in remuneration and to prepare measures to eradicate them, if necessary.

Convention No. 111: In a 1997 direct request to the Government, the Committee noted from information received from the CERD that the percentage of women in the public service had increased from 22 per cent in 1993 to 34 per cent in 1994 and that they were highly represented in the education sector (57 per cent), but highly under-represented in the finance sector (3.2 per cent). From the Government's report on the Convention, the Committee noted that a draft Act on vocational guidance and vocational training was being drawn up on the basis of the framework policy document on employment and vocational training and that national plans of action for employment were being adopted. The Committee hoped that these various documents would take account of all aspects of the national policy to promote equality of opportunity and treatment in employment and occupation including general measures (such as enforcement procedures through the courts, and affirmative action) to give concrete implementation to this policy. It looked forward to receiving information, accompanied by statistics, on the results already obtained in the implementation of the action plans.

Democratic Republic of the Congo

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, the Democratic Republic of Congo has ratified Convention No. 100. It has also ratified Conventions Nos. 29, 87, 89 and 98.

II. **Comments by the ILO supervisory bodies**: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 100: In a direct request of 1998, the Committee noted with interest that the National Inter-Occupational Collective Labour Agreement, adopted in 1995, no longer provided that only unmarried women or women whose husbands were engaged in no known employment were entitled to all the benefits contained in the collective agreement. The Committee,

nevertheless, asked the Government to provide information on the application of the principle of equal remuneration to statutory family allowances, health care, travel expenses and other benefits accorded exclusively with a view to facilitating the discharge by workers of their functions, since all these elements are excluded from the definition of remuneration contained in section 4(h) of the Labour Code. Furthermore, the Committee requested the Government to provide information on the measures taken during the revision of the Labour Code so that section 4(h) was brought into conformity with the Convention.

Having noted that section 72 of the Labour Code refers to "equal conditions of work, vocational qualifications and output", the Committee also requested the Government to provide information on the measures that had been taken to achieve in practice equal remuneration for men and women workers, particularly where their work is of a different nature but of equal value. In this respect, the Committee drew the Government's attention to the fact that the criterion of output may lead to the emergence of different wage groups as a function of the average output of each sex. The Committee further noted that the National Collective Labour Agreement provided for the determination of wage scales by national, regional or enterprise collective agreements, and drew the attention of the Government and of employers' and workers' organizations to the value of establishing systems for the objective appraisal of jobs in order to compare the value of the work performed. It hoped that the Government would be in a position to provide detailed information on any system for the appraisal of jobs adopted in the public and private sectors. Finally, the Committee once again hoped that in the near future the Government would be in a position, with the cooperation of employers' and workers' organizations and any other appropriate body, to compile and analyse statistics on minimum wage rates and the average real earnings of men and women with a view to obtaining more detailed knowledge of the nature and scope of current wage inequalities and the measures for their elimination.

Germany

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, Germany has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 3, 29, 45, 87, 98, 105, 122 and 142.

II. Comments by the ILO supervisory bodies: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 3: In a 1998 direct request, the Committee noted that, in order to guarantee the equivalent of their previous wage during maternity leave, women workers covered by health insurance received a maternity allowance provided by the health insurance and a supplementary benefit from the employer (provided for under section 14(1) of the Maternity Protection Act). According to the Government, the supplementary benefit provided by the employer was significantly higher than the allowance paid by the health insurance. The Committee also noted that a 1995 ruling by the Federal Labour Court recognized that the cost to the employer of the supplementary benefit had significantly increased and that the negative impact on the employment opportunities of young women could not be ignored. It recalled that it was precisely to prevent maternity protection measures leading to discrimination in the employment of women

that the Convention provided that benefits paid to a woman during her maternity leave should be provided either out of public funds or by means of a system of insurance.

Further with respect to the amount of the benefits, the Committee noted with interest that new regulations, which came into force on 1 January 1997, were intended to improve the employment prospects of young women in small enterprises which regularly employ fewer than 20 workers, a number which may be raised to 30 in certain specific cases. Under these new provisions, the respective health insurance institutions reimburse to these employers the total costs related to maternity protection. The Committee hoped that the Government would be able to re-examine the matter with regard to medium and large enterprises and requested information on any reimbursement that was made for maternity benefits provided by the employer, in the case of women who were not insured under the statutory sickness insurance scheme, and particularly for women whose wage exceeded a certain level.

The Committee further noted that section 9(3) of the Maternity Protection Act, as amended, still permitted the highest authority in the Land responsible for labour law to declare, in certain exceptional cases, that the dismissal of a woman during pregnancy or up to four months after her confinement was legal. It recalled that the Convention prohibits the dismissal of a woman during her maternity leave, and that it makes no reference to the possibility of authorizing dismissal in certain specific circumstances, for which any grounds may be considered legitimate.

Convention No. 100: In an observation of 1998, the Committee noted that the difference between male and female representation in the workforce of the producing industries, especially in the categories of skilled and unskilled work had only slightly improved, and that a wage gap between men and women within these different categories continued to exist. The Government was asked to provide information on what measures had been taken or contemplated to bring about a more balanced representation of men and women in the skilled and unskilled categories of the producing industries, and to reduce the wage gap. It further noted from the Government's report that 26 collective agreements still contained "light wage categories", and that, between 1990 and 1995, the number of women in "light wage categories" was reduced by almost half, while the number of men increased by over 60 per cent. The Committee also noted the view, long maintained by the Federal Government, that the mere existence of "light wage categories" in certain collective agreements was no indication of whether or not women's work was actually undervalued and that this was demonstrated by the fact that not only women, but to an increasing extent, men were placed in these categories. The Committee recalled that the most recent jurisprudence of the Federal Labour Court ensured that a higher classification could be obtained for jobs which, while physically lighter, involved mental and nervous strain; and that the category of "physically arduous work", which was better paid, also included jobs which involved not only muscular but other strain on human beings which could result in physical reactions. The Committee again expressed the hope that the Government would pursue more specific and practice measures to encourage the social partners to take account of such rulings when determining classification criteria of unskilled activities in their collective agreements.

Convention No. 111: In an observation of 1997, the Committee noted with interest from the Government's third report (1992-94) on the situation of women in the federal administration that, while the actual total number of civil servants had diminished, the trend to increased percentages of women in higher grades and posts of responsibility continued. At the same time, it noted with concern that, although the actual number of public officials had slightly increased, the percentage of women in the highest band (Höherer Dienst) had dropped from 51.4 per cent in 1990-91 to 39.1 per cent in 1993-94, implying that men were filling the new higher level public employee *(Angestellte)* posts. The third report also showed that family-friendly policies continued to expand with a view to enabling women's career progression. The Committee looked forward to receiving, with the Government's next report (1996-1998) on the situation of women, the

document tabled in Parliament on the impact of the Second Equality Act and any other information on its application in practice. The Committee further noted the Government's statement with regard to the European Court of Justice decision in *Kalanke v. City of Bremen*, that the ruling had no impact on its policies since the Second Equality Act contained no provisions on automatic quotas for women, which was the subject-matter of that case. The Government confirmed that other affirmative action measures were not affected and remained both necessary and possible.

In response to the Committee's request for information on women's access to training, a 1997 direct request noted that according to 1994-1995 data, women accounted for almost 42 per cent of newly concluded training contracts, but that over 75 per cent of female apprentices were trained in commercial and services sectors, with only 8 per cent of all the female intake receiving training in traditional "male" occupations. The data further showed that only ten occupations — mostly technological in nature — were dominated by men. In addition, information from the surveys carried out by the Federal Vocational Training Institute, showed that, in 1995, 71 per cent of persons trained in enterprises were taken on in their chosen occupation immediately at the end of their apprenticeship, but that the number of job offers made to male-dominated industrial/technical occupations was higher than in female-dominated service sector occupations. The Government further pointed out that unemployment data indicated that in 1995-96 the number of women who sought vocational counselling amounted to about half of all job advice seekers. It stated that vocational counsellors were actively seeking training positions in enterprises for women and the broadening of occupational choice by wider training opportunities. In July 1996, the federal Government and new Länder and Berlin concluded the "Action Programme for Training Positions in the East" aimed at creating many new training places at workplaces through 1997. The Committee requested the Government to inform it of the activities and successes of its various initiatives. Finally, the Committee noted that, following a decision of the European Court of Justice on 22 April 1997, concluding on the ineffectiveness of compensation for damage under the Equal Treatment Act, the Government was preparing a Bill to ensure conformity of the national legislation with the European law.

India

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, India has ratified Convention No. 100, but not Convention No. 111. It has also ratified Conventions Nos. 29, 45, 89 and 122.

II. **Comments by the ILO supervisory bodies.**: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 100: In an observation of 1998, the Committee of Experts noted the comment by the Centre of Indian Trade Unions (CITU) which maintained that the enforcement of the Equal Remuneration Act of 1976 was not functioning effectively and that the Equal Remuneration Committee was no longer operational. The CITU pointed out that the Act of 1976 was not applied to all of the industries in the formal and informal sector, including in the construction and in *beedi* industry. There was also a need to monitor the situation of women employed in the home-based industries; neither Convention No. 100 nor the Act was applied to women employed in the export processing zones, particularly in the garment industry. Noting the large number of inspections carried out to detect violations of the Act, the Committee requested the Government to indicate the manner in which violations of the Act were remedied as well as the operational

status and activities of the Equal Remuneration Committee. The Committee also reiterated its comments regarding the narrow scope of section 4 of the 1975 Act which limited the principle of equal remuneration to the same or similar work. It indicated that the judicial pronouncements cited by the Government, in particular in the *MacKinnon Case*, did not expand the scope of the Act, and requested the Government to modify section 4. The observation further noted with interest that in certain states, social welfare organizations had been empowered to bring equal pay complaints under the Act, and asked the Government to indicate any efforts made to encourage other states and union territories to do the same. The Committee also indicated that the Office would respond positively to the Government's request for assistance from the ILO.

Convention No. 111: In an observation and direct request of 1998, the Committee continued its dialogue on the Supreme Court ruling in *Vishaka and Ors v. the State of Rajasthan and Ors* which had set guidelines on sexual harassment, and any follow-up measures taken by the Government in this regard. It noted with interest the letter of the Secretary of Labour directing the central ministries, state governments and chief managing directors of public sector undertakings to follow the guidelines. It also noted the amendment of the Central Civil Service (Conduct) Rules, to add Rule 3C which expressly prohibited sexual harassment in the workplace. The Committee noted however that Rule 3C omitted a number of guidelines contemplated by the *Vishaka Ruling*: it did not provide for the creation of an appropriate complaint mechanism in the employers' organization to handle complaints nor did it establish appropriate penalties which may be imposed against the offender or set a specified time period within which the complaint must be processed. The Committee requested the Government to indicate whether it planned to include in the Central Civil Service Rules the additional criteria specified by the Supreme Court in the *Vishaka* ruling. The Committee further requested the Government to indicate whether any of the state governments and public sector bodies had amended their rules and regulations to comply with the court guidelines. Similarly, the Government was asked to indicate whether any relevant legislation, including the Industrial Employment (Standing Orders) Act, 1946, covering the private sector, had been enacted or amended to incorporate such guidelines. The Committee further welcomed the promulgation of Constitutional Amendment 73, which required 30 per cent of all elected offices in local bodies to be reserved for women, and asked information on its effective application. It requested information on the application of the Convention to women operating small business and on the manner in which the recommendations contained in the annual report of the National Commission on Women had been implemented, in particular the suggestions made with regard to education and vocational training. It noted with interest the development of the women's vocational training programmes, with the number of Industrial Training Institutes (ITIs) for women rising from 4 in 1950 to 458 in 1998. The Committee requested information on the implementation of the recommendation by the National Council for Vocational Training that 25 per cent of the seats be reserved for women candidates in general ITIs, and on the measures taken by the Director-General of Employment and Training to recruit women candidates as apprentices.

Jordan

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, Jordan has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 98, 105, 122, 138 and 142.

II. **Comments by the ILO supervisory bodies**: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No.100: In a direct request of 1998, the Committee continued its comments on section 2 of the Labour Code of 1996 which excluded "overtime wage" from the definition of remuneration. The Committee expressed its concern about the manner in which the Government ensured equal payment to men and women of an overtime wage, and requested the Government to provide illustrations of pay slips for overtime hours of establishments employing male and female workers in work of equal value. With respect to allowances paid in the civil service under the Standards Allowance Scheme, the Committee, noting that the civil service laws and regulations concerning equality are under review, hoped that the Government would consider amendment of section 11 so as to ensure payment of family allowances to both men and women workers. The Committee further noted that the equality provision in the Jordanian Charter read in conjunction with the section 2 of the 1996 Labour Code, could constitute a basis for appropriate legislation granting the labour inspectorate the authority to conduct enforcement activities to ensure the application in practice of equal remuneration between men and women for work of equal value. The Committee noted that the Government had already taken steps in this direction with the establishment of a new department responsible for women working in the Ministry of Labour, and the appointment of nine female labour inspectors to enforce the implementation of the provisions of the Labour Code relevant to women workers and to provide women with consultative services. The Committee requested further information on the action taken in this respect. As regards the wage gap in the public sector and the application of sections 4 and 5 of the Civil Service Regulations (No. 1 of 1988), the Committee requested the Government, once again, to indicate the methods and criteria used by the Council of Ministers in establishing job classification plans, and by the separate departments in conducting an objective appraisal of posts. Having noted also in the past a wage gap of around 25 per cent in the public sector between the wage rates for men and women, the Government was asked to supply information on the measures taken or contemplated to reduce the wage gap between men and women in the public sector. Finally, the Committee noted that the amendment to the Social Security Act No. 30, proposed by the Legal Committee of the National Commission of Women, had not yet been adopted, and it hoped that progress would soon be made in this regard.

Convention No. 111: In a direct request of 1997, the Committee noted that certain sections of the National Charter were devoted to equality irrespective of sex, race, language or religion. The Committee further noted that section 69 of the 1996 Labour Code imposed restrictions on the employment of women with the aim of protecting their health, and requested the Government to provide information on any decision adopted to date on the basis of this section. The Committee noted with interest the work undertaken by the Jordanian National Committee for Women which, *inter alia*, conducted, through its Legal Committee, a comprehensive survey of all Jordanian laws and detailed studies on the aspects relating to women in these laws. Noting also that the National Committee adopted the first group of recommendations issued by the Legal Committee which were submitted, in part, to the Council of Ministers, the Committee requested the Government to provide information on the conclusions of the survey with regard to a number of legislative texts under review (see attached direct request). Further, in order to organize the labour market, the Ministry of Labour had adopted the principle of cooperation between the workers' and employers' organizations to encourage acceptance of the national policy against discrimination, and the Committee requested the Government to provide information on measures that have been taken to facilitate such cooperation. Finally, the Committee pointed out that certain provisions applicable to women to allow them to raise children or to care for them should increasingly be granted to men as well, so that the advantages granted cease to be an obstacle to women's competitiveness on the labour market. It suggested that the Government examine the possibility of extending to male workers, or granting to one of the two parents where both are employed, the right to one year's unpaid leave with reinstatement in their jobs, which is at present granted only to women workers under section 67 of the Labour Code.

Position in regard to ILO Conventions relating to women

I. Among the relevant ILO Conventions, Luxembourg has ratified Convention No. 100, but not Convention No. 111. It has also ratified Convention Nos. 3, 29, 45, 87, 89, 98, 103 and 105, and has denounced Conventions Nos. 45 and 89.

II. **Comments by the ILO supervisory bodies**: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 100: In a direct request of 1998, the Committee noted with interest the adoption of the Act of 7 July 1998 amending: (1) the Act of 18 May 1979 (amended) constituting a reform of staff committees; and (2) the Act of 6 May 1974 (amended) establishing joint committees in private enterprises and organizing the representation of employees of corporations, envisaging the appointment of a minister for equality responsible for ensuring equal treatment between male and female workers with regard to access to employment, to training and to professional advancement, remuneration and working conditions. The Committee requested information in respect of the practical application of this legislation.

Myanmar

Position in regard to ILO Conventions relating to women

I. Myanmar has only ratified Conventions Nos. 29 and 87.

II. **Comments by the ILO supervisory bodies**: The pending comments of the ILO Committee of Experts on matters relevant to the provisions of CEDAW relate to:

Convention No. 29: In 1996, a complaint was submitted under article 26 of the ILO Constitution alleging failure of the Government of Myanmar to observe Convention No. 29. A Commission of Inquiry was established to examine the complaint. It completed its work in August 1998 and submitted a report to the Governing Body of the ILO at its 273rd (November 1998) Session (see attached Report of the Commission of Inquiry[1]). The Commission of Inquiry concluded that forced labour in Myanmar is widely performed by women[2], children and elderly persons as well as non-Burman ethnic groups, especially in areas where there is a strong military presence, and by the Muslim minority, including the Rohingyas. The Commission noted, for example, that when military troops arrived in a village to capture people at random to work, "women were liable to

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[1] Report of the Commission of Inquiry appointed under article 26 of the Constitution of the International Labour Organization to examine the observance by Myanmar of the Forced Labour Convention, 1930, (No. 29), *Official Bulletin,* Vol.LXXXI, 1998, Series B, Special Supplement (hereafter "Report of the Commission of Inquiry").

[2] *Ibid*, paras. 291, 302, 308, 317, 323, 334, 342, 343, 368, 375, 384, 416, 430, 437, 456 and 511.

be taken as porters if the troops could find no men. There were cases where pregnant women and nursing mothers were taken by force to work as porters." (Report of the Commission of Inquiry, para. 308). The Commission also noted cases of rape and sexual abuse of female porters (paras. 317 and 343). Noting the flagrant and persistent failure to comply with the Convention, the Commission urged the Government to take the necessary steps to ensure that the relevant legislative texts, in particular the Village Act and the Towns Act, be brought into line with the Convention at the very latest by 1 May 1999. Concrete action further needed to be taken immediately through public acts of the Executive promulgated and made known to all levels of the military and to the whole population. Moreover, penalties which may be imposed under section 374 of the Penal Code for the exaction of forced or compulsory labour needed to be strictly enforced.

In an observation of 1998, the Committee of Experts noted the conclusions and recommendations of the Commission of Inquiry, which confirmed and expanded its own previous conclusions, the findings of the Conference Committee on the Application of Standards in 1998, as well as the findings of the Governing Body on a previous representation (1994). The Committee requested the Government to provide detailed information on the measures taken and urged it to have recourse to the assistance of the International Labor Office in this effort. The Government was asked to supply full particulars to the Conference at its 87th Session and to report in detail in 1999.

At its March 1999 (274th) Session, the ILO Governing Body decided to request the Director General to submit a report to the Governing Body on or 21 before May 1999 on the measures taken by Government of Myanmar to comply with the recommendations of the Commission of Inquiry. The said Report is reproduced in Annex.

A discussion on the application of Convention No. 29 by Myanmar took place in the Committee on the Application of Standards of the International Labour Conference at its 87th Session in June 1999. The Conference Committee took note of the written and oral information supplied by the Government, and the discussion which followed. It noted in particular the Government's position that the findings of the Commission of Inquiry and the Committee of Experts had no basis, and that the Report of the Director-General of 21 May 1999, supplied to members of the Governing Body, on the measures taken by the Government to comply with the recommendations of the Commission of Inquiry, was based on false and misleading information. The Conference Committee also noted the issuance of Order No. 1/99 of 14 May 1999, directing that the power to requisition forced labour under the Towns Act, 1907, and the Village Act, 1907, not be exercised. It recalled the long history of the case and the series of actions taken by the ILO supervisory bodies, including the recommendations of the Commission of Inquiry established by the Governing Body. It considered that the explanations provided by the Government did not respond to the detailed and well-substantiated findings and recommendations of the Commission of Inquiry and the Committee of Experts. The Conference Committee noted with deep concern the findings of the Commission of Inquiry that there was convincing information available that forced and compulsory labor on a very large scale still occurred in Myanmar. It regretted that the Government had not allowed the Commission of Inquiry to visit the country to verify the situation for itself. It could also have been the occasion for the Government to present its own position before the Commission in a very objective and impartial manner. It regretted that the Government had shown no inclination to cooperate with the ILO in this respect. It called upon the Governing Body, the Committee of Experts and the Office to continue taking all possible measures to secure the observance by Myanmar of the recommendations of the Commission of Inquiry, which confirmed and expanded the Committee of Experts' own previous conclusions. The Conference Committee decided to include this case in a special paragraph in its report and to mention it as a case of continued failure to implement a ratified Convention.

At the same Session, the International Labour Conference adopted a resolution on the widespread use of forced labor in Myanmar (see annex) which resolved, among others, that the attitude and behaviour of the Government of Myanmar were grossly incompatible with the conditions and principles governing membership of the ILO. It also resolved that the Government of Myanmar should cease to benefit from any technical cooperation or assistance from the ILO, except for the purpose of direct assistance to implement immediately the recommendations of the Commission of Inquiry, and that it should only be invited to meetings and seminars that have the sole purpose of securing immediate and full compliance with the said recommendations, until such time as it has implemented such recommendations.

At its 276th Session (November 1999) the Governing Body of the ILO discussed the measures to be taken to give effect to the Conference resolution, including action taken under article 33 of the ILO Constitution to secure compliance by the Government of Myanmar with the recommendations of the Commission of Inquiry (see GB.276/6). It was recommended, among others, that a special item on action recommended by the Governing Body under article 33 of the Constitution would be placed on the agenda of the 88th Session of the International Labour Conference in June 2000 and that the Director-General would submit an updated report by February 2000 on the measures taken by the Government of Myanmar to give effect to the recommendations of the Commission of Inquiry. A final discussion on the inclusion of the point on the agenda of the Conference in June 2000, will be taken at the March 2000 session of the Governing Body.